



NEGOTIATIONS

DAY-11

August 1, 2024

The Union and the Company met for Day 11 of negotiations. There were a total of 21 proposals including counters to Company proposals covering a wide range of topics. The significant proposals are listed below:

1. Proposal that would eliminate the Gas Distribution off-hour swing and grave shifts.
2. Changes to enhance the grievance process by bringing back the Step 1 process and adding additional steps.
3. Elimination of pass/fail interviews.
4. Automatic promotion from LCT I to LCT II upon completion of ARC welding, phase I and phase II high pressure control training.
5. Reinstatement of the Position Analysis Questionnaire (PAQ) job evaluation done by an independent neutral party and ending the use of the Pay Analysis of Comprehension, Knowledge and Skills (PACKS) process.
6. Enhancement to the consecutive day rule to provide more access to 7th day pay.
7. Proposal to increase meal allowance pay.
8. Creation of a Lead ETR classification.
9. Proposal to establish Longevity Pay.
10. Proposed General Wage Increase (GWI) – significant wage increases were requested.

We heard your battle cry. Local 132 members are demanding better working conditions, safe working conditions, and a CBA that provides adequate provisions and protection. It goes without saying that general wage increases are necessary to address the ever increasing cost of living and we hear you.

In solidarity,
UWUA Local 132 Negotiating Team